RESOLUTION AGREEMENT
University of Mobile
OCR Docket # 04-24-2158

University of Mobile enters into this Resolution Agreement (Agreement) to resolve the above-referenced complaint. The University assures OCR that it will take the following actions to comply with the requirements of Section 504 of the Rehabilitation Act of 1973, and its implementing regulation at 34 C.F.R. Part 104, which prohibits discrimination on the basis of disability, as well as Title VI of the Civil Rights Act of 1964 and its implementing regulation at 34 C.F.R. Part 100, which prohibits discrimination on the basis of race, color, or national origin in programs and activities that receive Federal financial assistance from the U.S. Department of Education.

Prior to the completion of OCR's investigation, the University voluntarily agreed to resolve the investigation pursuant to Section 302 of OCR's *Case Processing Manual*. This Agreement does not constitute an admission of wrongdoing or liability by the University. Accordingly, the University voluntarily agrees to take the following actions:

INDIVIDUAL REMEDY

Item 1

a. By **October 31, 2024,** the University will complete an investigation of the complaint initially filed by the Student. The investigation will assess whether the Complainant was subjected to different treatment based on race and disability.

b. **Within 7 days** of completing the investigation, the University will issue a formal letter to the Complainant, detailing the results of the investigation, including any findings of facts and conclusion, and offer the Complainant the opportunity to return to the University for the next academic semester, should she choose to do so.

REPORTING REQUIREMENT:

By November 15, 2024, the University will provide a copy of the letter and the investigation report to OCR.

POLICIES AND PROCEDURES

Item 2

By **December 1, 2024,** the University will revise its complaint processing policies and procedures to:

a. Clarify that all University staff, including but not limited to deans, professors, and administrative staff, must forward any complaints of discrimination to the University's

compliance office or designated office for investigating complaints of discrimination, even if the complaint is initially filed with the wrong department.

b. Ensure all complaints of discrimination, including those based on race and disability are investigated regardless of whether a student remains enrolled at the University.

REPORTING REQUIREMENT:

By **January 15, 2024**, the University will provide documentation to OCR that the approved policies and procedures have been disseminated to staff and students and that the University has initiated implementation of the policies and procedures.

Item 3

Within **60 days** of the revised policies, the University will provide mandatory training to all university staff, including faculty, administrators, and support staff on the new procedures for handling complaints of discrimination. The training will be provided by a qualified individual knowledgeable about the University's obligations to investigate complaints of race and disability discrimination.

REPORTING REQUIREMENT:

Within 14 days of the training, the University will provide OCR with a written report confirming the completion of training. The documentation shall include: (1) the background and qualifications of the presenter(s) or trainer(s); (2) a copy of the materials used for the training; (3) signed and dated list of the participants' names and titles who completed the training; and (4) the University's plan to provide the training to faculty and staff who were unable to attend the scheduled training session(s).

By signing the resolution agreement, the University agrees to provide data and other information in a timely manner in accordance with the reporting requirements of the Agreement. During the monitoring of the Agreement, if necessary, OCR may visit the University, interview staff and students, and request such additional reports or data as are necessary for OCR to determine whether the University has fulfilled the terms of the resolution agreement.

The University understands that OCR will not close the monitoring of the Agreement until such time as OCR determines that the University is in compliance with the terms of the Agreement and the statute(s) and regulation(s) at issue in the case.

The University understands that OCR may initiate administrative enforcement proceedings or refer the case to the Department of Justice (DOJ) for judicial proceedings in the event of breach. Before initiating such proceedings, OCR will give the University written notice of the alleged breach and 60 calendar days to cure the alleged breach.

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Vice President of Academic Affairs
(If designee, please print title below)

Date